

Diversity

Navy leadership is committed to improving diversity across the Navy, especially in leadership and technical positions. We need to drive opportunities for women, improving female enlisted accessions, development, promotion, and retention in technical skill sets and competencies. Minorities are underrepresented in our officer corps, and we need to develop a more diverse Navy leadership. The Diversity Directorate under the Chief of Naval Personnel is charged with creating an environment that encourages and enables our creative and innovative Sailors and civilians to reach their personal and professional potential.

- Navy leadership – from the CNO down – is committed to improving the diversity of Navy officers and in technical positions.
- Strengthening diversity strengthens the Navy.
- The goal is to improve the representation of both minorities and women in the Navy.
- A lot has been done, but a lot more needs to be done. The diversity of our enlisted force is much more diverse than America in general, and our officer corps is on par with the college graduate diversity levels in the United States. We have much progress to make at the senior levels of military and civilian corps.
- It's not about head count. We need to create an environment that encourages and enables all Sailors and civilians to reach their personal and professional potential.
- We do this by not only improving the way we recruit and retain our people, but each Sailor and civilian must reach back to those behind them and mentor them.
- We will not be able to do this overnight, but we will take giant steps each year and will remain steadfast in our efforts until we succeed.

15-second Elevator Speech

We need leaders from every part of our Navy – in every part of our Navy. Our leadership – officers, senior enlisted and civilian – must represent the diversity of our society. We've made a lot of progress, but we still have a long way to go. Our priority is to strengthen the Navy by strengthening the diversity in its ranks.

60-second Elevator Speech

Senior Navy leadership is unequivocally committed to improving diversity among the officer, enlisted, and civilian corps. We are creating strategies to increase representation of minorities and women in senior leadership positions, as well as in technical specialties.

A "Diversity Directorate" is charged with creating a Strategy for our People in the 21st Century that will continually invest in the strength of America's diversity so that every Sailor and civilian can prosper and contribute to mission readiness. It starts with improving our recruiting efforts by accessing better sources for current and future Sailors. We are also improving our retention processes so that we are retaining our highest quality individuals, and creating an environment where every individual can prosper and contribute to mission readiness.